



SENIOR PSYCHOLOGIST, CORRECTIONAL FACILITY
(SPECIALIST)
SENIOR PSYCHOLOGIST, CORRECTIONAL FACILITY
(SUPERVISOR)

Final Filing Date: Continuous

OPEN

AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER - Equal opportunity to all regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age or sexual orientation.

EXAMINATION BASE DEPARTMENTAL FOR:
DEPARTMENT OF CORRECTIONS AND REHABILITATION

WHO SHOULD APPLY Applicants who meet the minimum qualifications as stated below and have not previously tested with the Department of Corrections and Rehabilitation (CDCR) during this testing period. CDCR testing periods for this examination are: **January – June and July – December**. Applications will not be accepted on a promotional basis.

HOW TO APPLY Submit an Examination Application (Std. Form 678) and a Supplemental Application for Senior Psychologist, CF (Specialist) , and/or Senior Psychologist, CF (Supervisor) to:

By mail with:	or	In person with:
Department of Corrections and Rehabilitation		Department of Corrections and Rehabilitation
Selection Services Section		Selection Services Section
P.O. Box 942883		1515 “S” Street, Room 522-N
Sacramento, CA 94283-0001		Sacramento, CA 95814
(916) 322-2545		(916) 322-2545

You may file for both exams in the same supplemental application.

If you are personally delivering your application(s), you must do so between the hours of 8:00 a.m. and 5:00 p.m., Monday through Friday, to the street address listed above for the Selection Services Section.

The Supplemental Application for Senior Psychologist, CF (Specialist/Supervisor) can be downloaded from State Personnel Board’s website at www.spb.ca.gov or CDCR’s website at www.cdcr.ca.gov, or a copy may be obtained by calling or going to the address above or one of the institutional personnel offices.

NOTE: Only applications with an original signature will be accepted.

APPLICATION DEADLINE/ REQUIREMENTS Applications will be accepted on a continuous basis. All applicants must meet the education and/or experience requirements for this examination at the time he or she files his or her application.

SALARY RANGE(S) **As of January 1, 2007**
Salary for Adult Institutions, Division of Juvenile Justice and Division of Correctional Health Services Only

Senior Psychologist, CF (Specialist):
\$8,139.00 – 9,068.00

Senior Psychologist, CF (Supervisor):
\$8,948.00 – 9,300.00

For Both Senior Psychologist, CF (Specialist) and Senior Psychologist, CF (Supervisor)
An additional bonus is offered as indicated below (as of January 1, 2007):

- A pay differential of 3 percent of the base pay will apply to positions in the Division of Correctional Health Care Services, headquarters mental health management and policy development.

As of January 1, 2007:
Salary for Division of Adult Parole Operations

Senior Psychologist, CF (Specialist):
\$5,111.00 - \$7,046.00

Senior Psychologist, CF (Supervisor):
\$5,528.00 - \$7,397.00

It is anticipated that positions utilized by the Division of Adult Parole Operations will also receive a pay increase in the near future."

BENEFITS

- Deferred Compensation Plans (Savings pool, 401k and 457 plans)
- \$100 monthly Bilingual Differential Pay
- 75% Reimbursement of Van Pool, \$65 maximum per month (\$100 primary driver)
- 75% Reimbursement of Public Transit Passes, \$65 maximum per month
- Flexible work hours (management discretion)
- Pre-tax parking (where applicable)
- Fourteen (14) paid holidays
- Generous paid vacation/sick leave
- Jury duty/military/bereavement leave
- Health, Dental and Vision Care Plans (Rural Health Care Equity Program for areas without HMOs)
- Pre-retirement death benefit
- Dependent Care Program
- Long Term Insurance (CalPERS)
- Home Loan Program (CalPERS)
- Legal Services
- Employee Assistance Program

MINIMUM
QUALIFICATIONS

Both Specialist and Supervisor:
Possession of a valid license as a Psychologist issued by the California Board of Psychology and possession of an earned Doctorate Degree in Psychology from an educational institution meeting the criteria of Section 2914 of the Medical Board of California’s Business and Professions Code.

Individuals who do not qualify for licensure by the California Board of Psychology or who are in the process of securing this license will be admitted into the examination and may be appointed, but must secure a valid license within two years of appointment; however, an individual shall be employed only to the extent necessary to be eligible for licensure plus one year. An extension of the waiver may be granted for an additional one year based on extenuating circumstances, as provided by Section 1277(e) of the Health and Safety Code or Section 5600.2(f) of Welfare and Institutions Code, whichever is applicable.

(Unlicensed individuals who are recruited from outside the State of California and who qualify for licensure may take the examination and may be appointed for a maximum of one year at which time licensure shall have been obtained or the employment shall be terminated. Additionally, they must take the licensure examination at the earliest possible date after the date of employment.) An extension of the waiver may be granted for an additional one year based on extenuating circumstances, as provided by Section 1277(e) of the Health and Safety Code of Section 5600.2(f) of Welfare and Institutions Code, whichever is applicable. Individuals granted an additional one year based on extenuating circumstances may be appointed for a maximum of two years at which time licensure shall have been obtained or the employment shall be terminated.

And

Experience:

Either

1. One year of experience in the California state service performing the duties of a Psychologist-Clinical, Correctional Facility or Staff Psychologist (any specialty);

Or

2. Two years of postdoctoral, post internship experience in the practice of psychology involving assessment and treatment and either training, research, consultation or program planning in mental health services.

Both Specialist and Supervisor:
Special Personal Characteristics: Empathetic understanding of patients in a State correctional facility; willingness to work in a State correctional facility; scientific and professional integrity; emotional stability; patience; alertness; tact; and keenness of observation.

Special Physical Characteristics: Persons appointed to this position must be reasonably expected to have and maintain sufficient strength, agility, and endurance to perform during stressful (physical, mental, and emotional) situations encountered on the job without compromising their health and well-being or that of their fellow employees or that of inmates.

Special Personal Characteristic for Supervisor only: Demonstrated leadership ability. Assignments may include sole responsibility for the supervision of inmates and/or the protection of personal and real property.

Qualifying experience may be combined on a proportionate basis if the requirements stated above include more than one pattern and are distinguished as "Either" I, "or" II, "or" III, etc. For example, candidates who possess qualifying experience amounting to 50% of the required time of Pattern I, and additional experience amounting to 50% of the required time of Pattern II, may be admitted to an examination as meeting 100% of the overall experience requirement.

EXAMINATION
PLAN

This examination will consist of Training and Experience Evaluation (supplemental application) weighted 100%. To obtain a position on the eligible list, applicants must achieve a minimum rating of 70% on the supplemental application. See section titled “How to Apply” for information on where to obtain a copy of the supplemental application and other needed materials.

Candidates who meet the “Minimum Qualifications” will have their supplemental application graded. If they pass the examination, they will be placed on an eligible list. **RETURN OF THE SUPPLEMENTAL APPLICATION IS MANDATORY.** Candidates who do not return the completed supplemental application will be eliminated from this examination.

Training and Experience Evaluation (Supplemental Application) -- Weighted 100.00%

Scope: Emphasis in the examination will be on measuring competitively, relative to job demands, each candidate’s:

Both Specialist and Supervisor:

A. Knowledge of:

- 1. Principles, techniques, and trends in psychology with particular reference to normal and disordered behavior, human development, motivation, personality, learning, individual differences, adaptation, and social interaction
- 2. Methods for the assessment and modification of human behavior
- 3. Forensic psychology
- 4. Characteristics and social aspects of mental and developmental disabilities
- 5. Research methodology and program evaluation
- 6. Institutional and social process, group dynamics
- 7. Functions of psychologists in various mental health services
- 8. Current trends in the field of mental health
- 9. Professional training
- 10. Community organizations and allied professional services

B. Ability to:

- 1. Provide professional consultation
- 2. Teach and participate in professional training
- 3. Recognize situations requiring the creative application of technical skills
- 4. Develop and evaluate creative approaches to the assessment, treatment, and rehabilitation of mental disabilities, to the conduct of research, and to the development and direction of a

EXAMINATION PLAN (CONTINUED)	psychology program
	5. Plan, organize, and conduct research, data analysis, and program evaluation
	6. Conduct the more difficult assessment and psychological treatment procedures
	7. Analyze situations accurately and take effective action
	8. Communicate effectively

- Supervisor only:**
- A. Knowledge of:**
- 1. Principles, techniques, and problems in developing and coordinating a specialized psychological treatment program
 - 2. Principles of personnel management and supervision
 - 3. The department's Equal Employment Opportunity (EEO) Program
 - 4. A supervisor's role in the EEO program and the processes available to meet EEO objectives
- B. Ability to:**
- 1. Plan, organize, and direct or coordinate a specialized psychologist treatment program involving members of other treatment disciplines
 - 2. Provide professional consultation and program leadership
 - 3. Supervise consultation and program leadership
 - 4. Supervise professional staff
 - 5. Understand and effectively carry out State and departmental EEO policies
 - 6. Effectively contribute to the department's EEO objectives

ELIGIBLE LIST INFORMATION	The resulting eligible lists will be established to fill vacancies for the Department of Corrections and Rehabilitation. Names of successful candidates are merged into the lists in order of final scores, regardless of date. Eligibility expires 12 months after establishment, unless the needs of the service and conditions of the list warrant a change in this period.
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POSITION DESCRIPTION AND LOCATION(S)	<p>Specialist:</p> <p>A Senior Psychologist, CF (Specialist) in a State correctional setting consults with medical, social work, rehabilitation, education, custody and other personnel regarding program planning and evaluation, and developing direct and indirect services; carries project responsibilities; interprets the objectives and procedures of the program to other health facility personnel and members of the public; may perform research studies of program effectiveness; develops and maintains working relationships with other facility units and other agencies and may work with community groups and agencies to develop supportive resources; prepares progress, financial and other statistical and narrative reports on projects; participates in training programs for Clinical Psychology Interns, Psychiatric Technicians, and other student staff and volunteers, and may develop seminars in psychology; may write articles for presentation or publication; maintains order and supervises the conduct of persons committed to the California Department of Corrections and Rehabilitation; prevents escapes and injury by these persons to themselves, others or to property; maintains security of working areas and work materials; inspects premises and searches inmates for contraband, such as weapons or illegal drugs; and does other related work.</p> <p>Supervisor:</p> <p>A Senior Psychologist, CF (Supervisor) in a State correctional facility or outpatient performs difficult and responsible assignments relating to psychological assessment and treatment and either assists in the direction of the psychology program of a health facility, or plans, organizes, and coordinates a special patient treatment program which utilizes psychological techniques as its main nonmedical emphasis at a health facility, and coordinates the work of treatment staff of various clinical specialties and volunteers in the program; serves, as needed, as a department-wide expert and psychology consultant in a specific psychology discipline; maintains order and supervises the conduct of inmates; protects and maintains the safety of persons and property; and does other related work.</p> <p>Positions for both classifications exist at various institutions and outpatient clinics located throughout the State with the Department of Corrections and Rehabilitation.</p>
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VETERANS POINTS/ CAREER CREDITS	Veteran's Preference Points will not be granted in this examination since it does not qualify as an entrance examination under the law. Career credits will not be granted in this examination.
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GENERAL INFORMATION

Applications are available at Department of Corrections and Rehabilitation offices, State Personnel Board offices and local offices of the Employment Development Department, and on line at www.spb.ca.gov.

The Department of Corrections and Rehabilitation reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revisions will be in accordance with civil service laws and rules and all competitors will be notified.

Examination Locations: If this examination requires a written test and/or oral interview, they will be scheduled throughout the State at the correctional institutions and/or parole regions. However, locations of the written test and/or oral interview may be limited or extended as conditions warrant.

Eligible Lists: Eligible lists established by a competitive examination, regardless of date, must be used in the following order: 1) subdivisional promotional; 2) departmental promotional; 3) multidepartmental promotional; 4) servicewide promotional; 5) departmental open; 6) open. When there are two lists of the same kind, the older must be used first.

General Qualifications: Competitors must possess essential personal qualifications including integrity, initiative, dependability, good judgment, ability to work cooperatively with others, and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination and fingerprinting may be required. In open examinations, an investigation may be made of employment records and personal history.

IT IS AN OBJECTIVE OF THE STATE OF CALIFORNIA TO ACHIEVE A DRUG-FREE WORK PLACE. ANY APPLICANT FOR STATE EMPLOYMENT WILL BE EXPECTED TO BEHAVE IN ACCORDANCE WITH THIS OBJECTIVE BECAUSE THE USE OF ILLEGAL DRUGS IS INCONSISTENT WITH THE LAW OF THE STATE, THE RULES GOVERNING CIVIL SERVICE AND THE SPECIAL TRUST PLACED IN PUBLIC SERVANTS.

ONLY INDIVIDUALS LAWFULLY AUTHORIZED TO WORK IN THE UNITED STATES WILL BE HIRED

FOR CURRENT CDCR TESTING INFORMATION CALL (916) 322-2545
California Relay Service for the Deaf or Hearing Impaired: 1-800-735-2929
www.cdcr.ca.gov